



# ASCLS TODAY

This is your  
**LAST  
ISSUE**

if you have  
not renewed!

American Society for Clinical Laboratory Science

October 2014 Volume XXVIII, Number 9

## Why You're Needed as a First Year Professional

Crystal Mino

Becoming a First Year Professional (FYP) can be a little confusing. You've moved from being a student, where you knew exactly what role you played and where you were needed, to a less defined role. Plus, once you've graduated and start working, your life starts to become busier and often more complicated. You're no longer eating, sleeping, and breathing your lab studies, so it's easier to forget that ASCLS needs you as a member. Why are you needed? Because you have amazing opinions and insights that can help all of us in our profession!

Well it isn't news to hear how one of ASCLS's biggest losses in membership is from Student to FYP. For the reasons stated above, it's easy to see why. Life happens, and although you've begun to make decent money, you more than likely accumulated a pile of debt along the way, so you're still as poor as a student. Yet you know you truly want make an impact on the profession, on your life's work. But how?

First, think about the reasons you should choose to renew your membership. Personally, I love ASCLS for the people. I have made some lasting friendships despite only seeing most of them once/twice a year, I still feel closer to many of them than friends who live in my city. There's an instant connection you feel with other ASCLS members because, most likely, there's no one else in your life who actually understands that you're not a nurse, or the excitement you get from looking at blood. No other organization has the local meetings where you can meet these people who understand you. So, now do you know why ASCLS is important enough to you, that you will stay a member? And excitement and passion are contagious; when people see your enthusiasm for ASCLS, it will encourage them to renew.

*Continued on Page 13*

## You've Got Talent!

Barbara Snyderman, MLS(ASCP)<sup>CM</sup>, DLM(ASCP)<sup>CM</sup>  
ASCLS President-Elect

Your talent and expertise are needed for committees and as representatives to affiliate organizations. No auditions are necessary! No annoying buzzers or audience participation! All the Board of Directors is asking is a commitment of your time and talent to serve the organization. Attendees returned from the 2014 ASCLS Annual Meeting just a few short weeks ago as this article was being written and we are already planning for the 2015-2016 ASCLS year!

This is a great way for you to enhance your professional career! Participating on the national committee level shows your employer or potential hiring manager your commitment to the organization and your personal development. You may develop new skills or have the opportunity to enhance your skills. It is also a way for you to become known on a national level if you are interested in running for an ASCLS office. One cannot put a value on creating new connections via your committee members; you never know when you will call on an ASCLS friend for a reference, recommendation, or question.

Service does require a time commitment from all volunteers. Most committees meet via conference call—some monthly and others less frequently.

*Continued on Page 13*

### Today's Agenda

President's Message	2	Annual Meeting	6
BioRad Awards	3	Region II Update	7
Research Awards	3	Future Leaders	8
Theriot Awards	3	Phlebotomy	11
Group Publication	4	What does E&R do	
Leadership Awards	5	for me	12



## President's Message

Susanne Norris Zanto, MPH, MLS(ASCP)<sup>CM</sup>SM  
ASCLS President 2014-2015

### Membership Matters – Let's Get Innovative

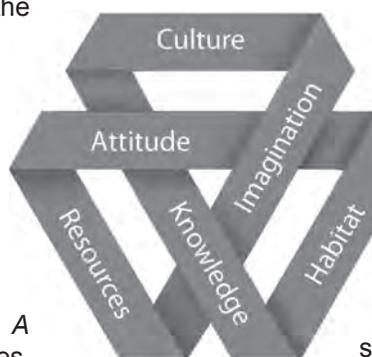
One of my themes this year is the Blue Ocean strategy which is about value innovation, the strategic logic where we create a leap in value for our members. For ASCLS to remain strong and viable, we need to use creativity and innovation to address the wants and needs of our members and develop strategies that will attract non-members.

I recently became aware of internationally bestselling author and award-winning Stanford University educator, Tina Seelig. Dr Seelig has written *What I Wish I Knew When I Was Twenty* which is currently on my Kindle, and *Ingenious: A Crash Course on Creativity*. Dr Seelig uses an "Innovation Engine" image to explain how she thinks creativity and innovation work. The image has six elements: knowledge, imagination and attitude, which we draw from internally, and outside influences of resources, culture and habitat. All of these elements are needed for creativity and innovation to flourish. An African has one of the highest IQs in the world, but he does not reach his full potential because of outside influences (resources, habitat). A person in the U.S. also has a very high IQ, but he is a bouncer in a bar; he did not have the correct attitude.

Dr Seelig points out that most of us are not as creative as we have the potential to be. To develop a culture where innovation and creativity thrive, we need to be able to increase our ability to see opportunities around us, to connect and combine ideas, to challenge assumptions, and to reframe problems.

Reframing problems is hard; it takes effort and practice to see the world around us in a new perspective. We can practice reframing problems by changing our point of view, by seeing the world from a different perspective, and by asking questions that begin with "why." (Remember, when I asked many of you WHY

ASCLS Exists?) This example, from Dr Seelig's *Ingenious* book, demonstrates the power of framing the correct question.



"What is the sum of 5 plus 5?"  
"What two numbers add up to 10?"  
The first question has only one right answer, and the second question has an infinite number of solutions, including negative numbers and fractions. These two problems, which rely on simple addition, differ only in the way they are framed. As you can see, by changing the frame, you dramatically change the range of possible solutions. Asking the correct question enhances our ability to generate imaginative responses to the problems that come our way.

Although we need innovation and creativity in all of the areas identified in the ASCLS Blue Ocean Strategy Canvas, this article will specifically focus on innovation in membership recruitment and retention. Our membership numbers are the lifeblood of this organization, as they provide us credibility when voicing our positions on issues and our vision for the future, as well as valuable revenue to deliver services to our members. How do we retain our current ASCLS members and attract additional ones? Can we reframe this question to come up with multiple solutions?

For the first time we are now offering bundled membership packets. This is a novel approach, and, if successful, will provide one way for ASCLS to increase membership and increase visibility. We will have many more folks to market our state and local services to, and build our grass roots base. ASCLS has provided a membership structure that can appeal to all laboratory professionals. Now we need to think of innovative ways to market these categories to non-members, by

*Continued on Page 13*

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## ASCLS BioRad Professional Achievement Awards

Marcella Yee, Awards Committee Chair

The BioRad Professional Achievement Award recognizes outstanding professional achievement of an individual ASCLS member within his or her chosen area of academic, scientific or vocational interest. Each Scientific Assembly section can present a BioRad Achievement Award to one of its members based on specific measurable contributions submitted to the judges. The Chair of each Scientific Assembly section is responsible for appointing an Awards subcommittee to select the winner.

Anyone in the Scientific Assembly can nominate by completing the nomination form and forwarding it with an application form to the nominee. Applications, guidelines and judging criteria can be found at: <http://ascls.org/about-us/celebrate/129-scholarships-and-awards2/biorad-professional-achievement/105-biorad-professional-achievement>. The nominee must complete the application form and submit a signed copy electronically to the ASCLS Awards Committee at: [awards@ascls.org](mailto:awards@ascls.org)

**The submission deadline for the application is February 15 (no exceptions).** Entries must be submitted on the official ASCLS BioRad Professional Achievement Award application form. Good luck to all nominees; we look forward to hearing from you!

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## The ASCLS Scientific Research Award

Marcella Yee, Awards Committee Chair

The Scientific Research Award recognizes and encourages the development of scientific research in Clinical Laboratory Science. Any Medical Laboratory Scientist (or group led by a Medical Laboratory Scientist) involved in research pertaining to the development of scientific materials (new test methodology, quality assurance, reagent or instrument development, etc.) is eligible. The research project submitted must be well underway or completed; not in a preliminary stage. Judging is based, in part, on scientific merit including relevancy to laboratory medicine, originality, and impact on patient care or the MLS scope of practice. Published information or a synopsis of the study is required.

**The application deadline is February 15 (no exceptions).** Entries must be submitted on the official ASCLS Scientific Award application form. Entries, guidelines, and judging criteria are available on the ASCLS website: <http://ascls.org/about-us/celebrate/128-scholarships-and-awards2/scientific-research/104-scientific-research>. If you have questions, please contact the ASCLS Awards Committee: [awards@ascls.org](mailto:awards@ascls.org). We look forward to hearing from you.

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## Theriot Award for Development of Significant Materials in Media and Equipment

Marcella Yee, Awards Committee Chair

The Theriot Award was established to honor the memory of the late Betty Lynne Theriot (1954-1997). It recognizes and encourages the development of significant materials in the areas of media and equipment. Betty was not only an innovator in education; she was also a business woman, author, editor and program director.

All ASCLS members who have developed materials in the area of media and/or equipment, or provided the idea for such items are eligible for the award. Moreover, any organized group that has developed media or equipment, or provided the idea for the items and is sponsored by an ASCLS member will be considered for this award. If you are such an individual or group (or know of one), or need additional information please visit <http://ascls.org/about-us/celebrate/131-scholarships-and-awards2/theriot-award/107-theriot-award> for the application, complete rules and instructions.

**The application deadline is February 15 (no exceptions).** This is a great way to get recognition that you or your peers so richly deserve. Please complete your application today or sponsor someone you know! For additional information regarding this award, please contact the Awards Committee at [awards@ascls.org](mailto:awards@ascls.org).

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## ASCLS Constituent Society or ASCLS Affiliated Group Publication Award

Marcella Yee, Awards Committee Chair

The purpose of these publication awards is to recognize excellence in a constituent society's or other ASCLS affiliated group's (e.g., Forum for Concerns of Minorities or Student Forum) publication/newsletter. Awards are given in three (3) categories: 1) paper-based version with black and white print; 2) paper-based version with color print; and, 3) true web-based newsletters with associated links, animations, etc. The paper-based versions include copies of static paper newsletters posted on a website.

Winning societies receive a certificate at the ASCLS Annual Meeting.

To be eligible to compete for this award, the following rules apply:

- Publication dates of submitted issues must be between February 2014 and February 2015, inclusively.
- The ASCLS Office must be on the mailing or email list.
- Entries must include the completed ASCLS Publication Award application form.
- **Four** copies of each of **two** issues that best represent the publication efforts are to be submitted **OR** a PDF file of **two** issues can be submitted instead of hard copies. **Electronic copies are preferred!**
- For the web-based newsletter, submit the web site address with an indication of the two issues to be judged. Please keep all newsletters for that award year on the website if possible. If space is an issue, please contact the Publication Award contact for directions on submission before newsletter files are replaced. **PLEASE READ THE CRITERIA FOR WEB SUBMISSIONS CAREFULLY.**

One publication award will be awarded to the constituent society newsletter judged the best from each of the three categories listed above. Judging of each entry is based on the following:

- **OVERALL APPEARANCE** - the publication is inviting to the reader. It "jumps out" at the reader from a collection of publications or from the screen. It is easy to follow, has consistent type styles with quality printing (for printed version).
- **COVERAGE & CONTENT** - the articles in the publication should have appeal, relevance, diversity and balance. It should be relevant to Clinical Laboratory Science; have a balance of national, regional, and local news and actively elicit suggestions, opinions, articles, etc. from readers. The printed publication should clearly and prominently list contact information for the Editor, Board of Directors, committee chairs, etc. (mail, phone, email).
- **CREATIVITY AND DISPLAY** - the publication design elements should reflect imaginative and original planning. Each page should have a clear center of interest with captions, headlines, photos and copy effectively filling the allotted space. For the web-based version, it should be easy to get to and easy to view. Posted links must be current and functional.
- **PHOTOS, ARTS, & GRAPHICS** - the photos should be of good quality and reflect imaginative and original layout and spacing. Graphics and artwork should enhance the publication.
- **COPY** - the copy is informative, interesting and includes imaginative headlines, news stories, feature articles, quotes, etc. The writing is lively with strong, colorful nouns and verbs (except for scientific articles). Paragraphs of approximately 40 words should have the most important facts in the opening words.

**The application deadline is February 15 (no exceptions).** Entries must be submitted on the official ASCLS Publication Award application form. Entries, guidelines, applications, and judging criteria are available on the ASCLS website at <http://ascls.org/about-us/celebrate/127-scholarships-and-awards2/publications/103-publications>. If you have any questions, please contact the ASCLS Awards Committee at [awards@ascls.org](mailto:awards@ascls.org).



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## ASCLS 2015 Leadership Openings

Duncan Samo, ASCLS Nominations Committee Chair 2014-15

One of the responsibilities of the ASCLS Delegates to the Annual Meeting is to choose from the candidates who have volunteered to serve in leadership positions for the coming year. This is one of the many benefits of belonging to your ASCLS grass roots organization: being able to both VOTE FOR, and BE CONSIDERED AS A CANDIDATE FOR, these positions.

The Nominations Committee is charged with “presenting no less than two (2) nominees for each position under consideration.” Your Nominations Committee needs your help to achieve this charge.

Please review the leadership positions that will be open in 2015, and consider putting your name forward for a position, or recommending other members for the positions. Self nominations are very welcome. Please send your name and the position you are interested in running for, or your recommendation of a fellow member for a position to the ASCLS Nominations Committee Chair, at [dsamo@delmar.edu](mailto:dsamo@delmar.edu).

### Leadership positions to be elected by the 2015 ASCLS Delegates are:

#### **President-elect** (3 year commitment, automatically succeeding to President and Past President)

Eligibility: Professional and emeritus members of this Society are eligible to hold office provided they have been a member for at least five (5) consecutive years immediately prior to election, and have held office or membership on the Board of Directors either in this Society or in a constituent society, and must have been a Delegate to the National Meeting three (3) of the last five (5) years.

Duties: Become familiar with the duties of the office of the President; assist the President as directed and in the absence of the President preside at meetings of the Board of Directors; in the event of a vacancy in the office of the President, serve as the President; serve as a member of the Board of Directors and Executive Committee; Chair the Committee on Long Range Planning and the Appointments Committee; serve on the Annual Meeting Steering Committee.

#### **Region Directors for Regions III, IV, V,VI** (3 year term)

Eligibility: Professional and emeritus members, who have been members for at least five (5) consecutive years prior to election, are eligible for election to the Board of Directors of the Society. Additionally, they must have held office or membership on the Board of Directors of the Society or in a constituent society. Regional Director candidates must have attended at least two (2) regional council meetings in the last five years and must have been a Delegate to the National Meeting three (3) of the last five (5) years.

Duties: Serves as coordinator of constituent society activities within defined regions; acts as the representative from the respective constituent societies to the Board of Directors; represents the Board of Directors to constituents; facilitates communication among the Board of Directors, Regional Council and constituent societies; serves as a member of the Board of Directors; may serve as a member of the Executive Committee.

#### **Judicial Committee** (one position, 5 year term)

Eligibility: Professional or emeritus members of the Society are eligible who have served this Society previously as an officer, director, or presiding official of the Bylaws Committee of this Society.

Duties: An impartial body to investigate or deliberate matters referred for its consideration; to test facts against the Bylaws of this Society or against common standards of justice and fair play; and to render opinions as recommendations for action of the Society.

#### **Nominations Committee** (two 3 year term positions; one 1 year special term)

Eligibility: Professional or emeritus members of this Society who have been active members in the Society for ten (10) years or more prior to election. No officer, director, elected or appointed representative of this Society is eligible. Candidate must have served as a member of a national task force, national committee or the ASCLS Board of Directors within the last five (5) years and have attended three (3) of the last five (5) ASCLS annual meetings, with a preference given to those who have served as delegates.

Duties: Publicizes position vacancies; secures nominees and evaluates those nominees as to qualifications and experience to prepare a slate of candidates for election.

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## Join Us in Atlanta, GA for the 2015 Annual Meeting and Clinical Lab Expo!

Lacey Campbell, MHS, MLS(ASCP)<sup>CM</sup> – Host Liaison 2015 Annual Meeting

Although we just returned from Chicago a short time ago for the 2014 Annual Meeting and Clinical Lab Expo, next year's meeting will be here sooner than we think! I look forward to welcoming you to the capitol of the south – Atlanta, GA next year to learn new scientific technologies, network with colleagues, and make incredible memories together! As the former home of the late Dr. Martin Luther King, Jr., the 1996 Summer Olympics, and the world's busiest airport, Atlanta offers so many opportunities for tourists to explore; I would love to share my favorites with you!

### Food

When it comes to the south, food is king and we know just where to get the juiciest, meatiest, or sweetest treats around town! While you join us next year, one stop on your list has to be the famous drive-in, "The Varsity." With their hotdogs, chili, hamburgers, and fries you can't go wrong. If you are looking for meal with a little bit more game and the décor to complement, try "Ted's Montana Grill" for their bison burgers and hearty steaks. For the juiciest bacon cheeseburger in downtown Atlanta, try "Googie's Burgers."

### Attractions

- **The GA Aquarium** is a public aquarium that houses more than 100,000 animals, representing 500 species, all of which reside in 10 million gallons of marine and fresh water. It currently boasts four young whale sharks, four beluga whales, eleven bottlenose dolphins, and four manta rays.
- **The CNN Center** is the world headquarters of CNN. The main newsrooms and studios for several of CNN's news channels are located in the building. The CNN Center encloses the Omni Hotel (our host hotel) and is adjacent to Centennial Olympic Park and Phillips Arena. It also features many indoor stores and restaurants, similar to an indoor mall.
- **The World of Coca-Cola** is a permanent exhibition featuring the history of The Coca-Cola Company, including its well-known advertising, as well as a host of entertainment areas and attractions at Pemberton Place (named in honor of John Pemberton, the inventor of Coca-Cola). Here you can sample all of the different flavors of Coca-Cola products from all over the world; some are great and some will surely surprise you!
- **The College Football's Hall of Fame** recently relocated from its original home in South Bend, Indiana to the new Hall of Fame in downtown Atlanta. This 94,256 square feet attraction opened in August 2014 and provides visitors with a highly-immersive, interactive, and engaging experience using a blend of historic college football artifacts and state-of-the-art, interactive multimedia exhibits.
- **The Atlanta Braves'** baseball season will be in full swing next year during the Annual Meeting at their home field, Turner Field in downtown Atlanta. In 2016, the Braves will find a new home at a ballpark in Cobb County, GA, so come visit this historic field during their final year to play here.
- **Centennial Olympic Park** is a 21-acre public park located in downtown Atlanta. The park plays host to millions of visitors a year and several events, including a summer popular music concert series

If you wish to have an evening with some fine wine and wear your matching pearls, enjoy the best view Atlanta has to offer at the revolving restaurant, "The Sun Dial" on the top floor of the Westin Hotel. For a classic southern traditional dinner there are two restaurants that I highly recommend. The first is "Gladys Knight and Ron Wines's Chicken and Waffles" where the chicken is fried hot and crispy and the waffles are fluffy and delicious! But, for the real taste of the south, try "Sweet Georgia's Juke Joint" with a plate full of fried green tomatoes, shrimp and grits, fried chicken, crab cakes, and mac n' cheese!

### Shopping

For shopping there is no better place to go than the heart of downtown ATL! After all, where do you think the real housewives find their stylish wardrobes? Very close to our hotel you will find the Mall at Peachtree Center. Downtown Atlanta also houses a unique shopping experience called "Underground Atlanta." This is a collection of historic architecture and three stories of shopping and dining with a touch of culture present throughout.

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Continued on Page 7

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**Attractions**      *From Page 6*

(Wednesday WindDown) and an annual Independence Day concert and fireworks display.

- **Zoo Atlanta** is an Association of Zoos and Aquariums (AZA) accredited zoological park in Atlanta. Zoo Atlanta houses over 1,500 animals representing more than 220 species. The zoo has the nation's largest zoological collections of gorillas and orangutans and is one of four zoos in the U.S. currently housing giant pandas.
- **The Fox Theatre** (often marketed as the Fabulous Fox), a former movie palace, is a performing arts venue located in Midtown Atlanta and is the centerpiece of the Fox Theatre Historic District. It hosts a variety of cultural and artistic events including the Atlanta Ballet, a summer film series, and performances by national touring companies of Broadway shows.
- **The Georgia Dome** is a domed stadium located in Atlanta between downtown to the east and Vine City to the west. It is primarily the home stadium for the NFL's Atlanta Falcons and the NCAA's Georgia State Panthers football team.
- **The Tabernacle**, known colloquially as The Tabby, is a mid-size (seating capacity 2,600) concert hall in Atlanta. Along with music concerts, the venue also holds many comedy tours annually including Bob Saget, Lisa Lampanelli, Cheech & Chong and Stephen Lynch.

As you can see Atlanta has so much to offer in terms of sightseeing, shopping, dining, and more! I can't wait to have you join us at the 2015 ASCLS Annual Meeting and Clinical Lab Expo next summer. The city truly has become a cultural pool of exciting opportunities to explore that you may not see anywhere else! Wherever you decide to tour while you are here, it will be sure to please! With its southern charm and busy nightlife, Atlanta can bring out the "kid" in all ages. Look forward to seeing you next year for a week of learning, networking, and of course having a little fun!



## Region II Update – Getting To Know You (and you-me!)

Nadine A. Fydryszewski, Region II Director

I am honored to serve my ASCLS colleagues as the newly elected Region II Director and member of the ASCLS Board of Directors. I have been a member of ASCLS for 29 years and have been active on all levels. I have served as ASCLS-NJ state president for multiple terms, and other offices and committees at the state level. Nationally, I have held the positions of CEAC Committee Chair, National Meeting Steering Committee Chair, DCLS Oversight Committee Chair, and Scope of Practice Position Papers Revision Task Force Chair, just to name a few! I have evolved as a practicing professional from my early career as a MLS (MT back in those days!) working "at the bench," to microbiology supervisor, and currently a Professor at Rutgers, School of Health Related Professions, Department of Clinical Laboratory Sciences. I am the Director of the graduate programs, the MS in CLS and the DCLS.

As the new Region II Director, I am a "newbie" on the ASCLS Board of Directors, and thus, I am on a "learning curve" as well as in a transition phase as I assume the responsibilities of my office. I follow in the footsteps of many wonderful past Region II Directors, most notable two great leaders and mentors Mary Ann McLane and Barbara Snyderman. Mary Ann moved up the ASCLS ladder of success as ASCLS President, and Barbara is now moving on as ASCLS President-Elect. Both of these ladies are hard acts to follow! They are inspirational, have extended their support to me, and I am grateful for their guidance.

Elections were held at the Region II Meeting in Chicago. Sharon Strauss (PA) was elected Region II treasurer, and Cathy Otto (MD) Region II secretary. The Region II membership extends its sincere thanks to Jodie Prestholdt (NJ) who has served as Region II Treasurer for six years. The constituent societies of Region II (NJ, PA, DE, MD, VA, WV) have always been a vibrant, active group. A Region II Seminar was held on June 6, 2014 in Timonium, MD. Co-Chairs Stacey Robinson (MD) and Barbara Snyderman (PA & Region II Director), led a regional team and offered an exciting day of cutting edge education sessions, 14 exhibitors, and networking opportunities. The regional planning committee members were Cathy Otto (MD), Mary Ann McLane (DE), Abra Wilkins (WV),

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*Continued on Page 15*

## Continuing to Grow Our Future Leaders: The Eighth Leadership Academy Class

Kimberly Von Ahsen, Leadership Academy Chair



**L to R:** Front Row: Lacey Campbell, Stephanie Souza, Mallory Janquart **L to R:** Back Row: Ian Wallace, Jonathan Gusilatar, Sarah Killian, Kristen Croom

Another very successful year of the ASCLS Leadership Academy ended at the 2014 Annual Meeting in Chicago and restarted with the eighth class! The incoming class participated in busy sessions held for day and a half prior to the Annual Meeting discussing the history of our profession and ASCLS, leadership styles and communication styles. The energy level was high and it looks like another great group of emerging leaders for ASCLS. Kim Von Ahsen served as faculty and facilitator and ASCLS Executive Vice-President, Elissa Passiment, and ASCLS Past-President Paula Garrott also shared their expertise with the group.

The 2014-2015 Leadership Academy continues to evolve but the basic structure remains similar to past years. There will continue to be three face-to-face meetings during the year, at the 2014 and 2015 Annual Meetings and the 2015 Legislative Symposium. In addition, a number of conference calls will be held throughout the year and the class is currently establishing a project to work on and present in a session

at the ASCLS Annual Meeting in Atlanta. Curriculum topics include leadership styles, communication, mentoring, networking, team building, conflict management, advocacy skills, developing new leaders and strategic planning.

This year's class represents five of the ten ASCLS Regions and six different states. They have varying levels of experience in both ASCLS and the profession but all are enthusiastic and ready to prepare themselves to step into leadership positions. Meet the new class:

### **Ian Wallace: Colorado**

Ian works at Denver Health Medical Center as a Generalist on third shift in Denver, Colorado. He has been the Student Forum Representative and First Year Professional Representative of ASCLS-CO. Ian was recently appointed to also serve as the Region VIII New Professional Representative and one of the two New Professional Representatives for the Promotion of the Profession committee on the national level. Ian also has a great story to tell if you ask him about being on the reality television show "Bug Juice" on the Disney Channel as a kid.

"Throughout my time as a member of ASCLS I have been privileged to see how vital it is to be a part of an organization whose focus is on the betterment of a group of professionals. To be able to continue to have the opportunity to help my peers on a regional, state, and national level is something I am very passionate about and I believe that being part of the leadership academy will only fuel that emotion. Being involved in the academy will allow me to further my pursuit in supporting those within the laboratory community and hopefully expand involvement within ASCLS on both a national and state level."

### **Jonathan Gusilatar: Michigan**

Jonathan currently works for St. John Providence Health System (St. John Macomb-Oakland Hospital, Oakland Center). He is currently serving as President-Elect of ASCLS Forum for Concerns of Minorities, ASCLS Region IV First Year Professional Representative, and ASCLS-MI First Year Professional Representative. Johnathan was a 2012 Beckman Coulter Foundation Student Travel Grant. He organized a "Be The Match Bone Marrow Drive" at the ASCLS-MI Annual Meeting as an ASCLS-MI Student Forum Representative. He is quite proud his organization of this event resulted in his friend who signed up at the bone marrow drive was a perfect match for an 11-year old girl and he courageously agreed and took the steps to become a donor.

“The ASCLS Leadership Academy provides a great foundation for future ASCLS leaders. I want to prepare myself by exploring more opportunities through ASCLS and also have a better understanding of leadership positions within ASCLS at a national level. The ASCLS Leadership Academy provides an increased awareness of current clinical laboratory issues and continuing education but also expands my professional networking, encourages leadership development and influences active professional involvement. I am very much aware that my role as previous ASCLS-MI Student Forum Representative and current ASCLS-MI and ASCLS Region IV First-Year Professional Representative significantly changed my involvement with ASCLS and I want to make this landmark of my professional career with enthusiasm and inspiration from dedicated colleagues.”

**Kristen Croom: Hawaii**

Kristen was born and raised in the great state of Texas and is currently employed at The Queen’s Medical Center in Honolulu, Hawaii. She is the Manager of the Pathology and Molecular Diagnostics Departments. She is currently the president-elect for the Hawaii chapter of the ASCLS and is assisting with vendor recruitment for the upcoming ASCLS-Hawaii Symposium. Kristen also serves as the chair of the Molecular Diagnostics Scientific Assembly. She is looking forward to connecting with other molecular professionals within the ASCLS community. Since she lives in paradise she enjoys scuba diving. Her best scuba diving experience was when she had the opportunity to dive with manta rays off of the big island of Hawaii. Some of these manta rays were the size of small cars and it was the most awesome experience ever.

“I want to gain experience from fellow laboratorians who are interested in becoming the ideal leaders we all wish we had. These ideal leaders are approachable, knowledgeable, and get the job done without killing their employees. I have had to work with a few leaders who made the job harder because they were not good at being leaders. I see some of these bad habits in my leadership style and I think this academy can provide me with the tools to overcome these bad habits. I would like to participate in the Leadership Academy so that I can be a role model to the younger generation of laboratorians. I hope there will always be a need for people in a laboratory; no matter the type of instrumentation and automation created. These people will need leaders who understand the current landscape of the laboratory and find the best fit for their people.”

**Lacey Ann Campbell: Georgia**

Lacey currently works as a Medical Laboratory Scientist in Microbiology at Catholic Health Initiatives - Memorial Healthcare in Chattanooga, TN. She has been extremely active on the state, regional, and national level of ASCLS including serving on the ASCLS Board of Directors as Student Forum Chair and First Year Professional Director, President-Elect of Georgia, and has received multiple awards and honors for her dedication to the profession and the society. Lacey and her husband have three dogs, two miniature Australian Shepherds, and one miniature Eskimo Spitz that consume their daily life. They are named Oppie, Aubrey, and Riley so they often refer to them as our own little band “O.A.R.” Her favorite pastime is scuba diving and she had the opportunity to dive the Great Barrier Reef in Cairns, Australia in July 2007 where she was able to swim with a moray eel, reef tip sharks, a curious stingray, and hundreds of beautiful fish.

“First of all, I would really love to grow as a leader. When I was in my undergraduate program I helped teach a Leadership Development class based on the book “Good to Great” by Jim Collins. Even though I had already taken the course a few semesters before, it was when I helped teach the course that I benefited more from it. When I had the opportunity to ask our students questions about their views on leadership and read their astounding papers I was rejuvenated and even more motivated to seek opportunities for professional growth and development. That is one of the goals I seek with the Leadership Academy course. I look forward to listening to other’s perspectives about leadership to absorb their knowledge and use it to benefit the society. Secondly, I also look forward to learning my strengths and my weaknesses and how to highlight my strengths and improve my weaknesses. The weakness I need to improve on the most is public speaking. I really hope I can learn to be more confident when speaking in front of a crowd. I also hope to network with other current and future leaders to “grow up” together in ASCLS and hopefully serve together in leadership positions in the future. I also look forward to learning about the history of ASCLS back when it was ASMT and the original intent of creating our professional society. Lastly, I really would like to learn my leadership style and know when it is best to stand up and be the leader and when it is better to be the follower and let others lead. “

*Continued on Page 10*

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*Continuing to Grow From Page 9*

**Mallory Janquart: Wisconsin**

Mallory currently works at St. Elizabeth Hospital in Appleton, WI as a Medical Laboratory Scientist and University of Wisconsin - Oshkosh as an Assistant Program Director of Medical Technology. In addition, she is currently serving at the President-Elect for Wisconsin, Region V Membership Committee Representative, ASCLS Vice-Chair of Membership Recruitment and ASCLS Bylaws Committee member. Previously she has served as the Secretary ASCLS-WI. When she is not promoting the profession of Medical Laboratory Science, Mallory enjoys dancing ballet, running and spending time with her husband, Jason.

"I think now is the perfect time to become a distinguished member of the ASCLS Leadership Academy because it is the next progressive step in my journey with ASCLS. I have been an active member since 2008 and feel now is the time for me to grow and what better way than to experience ASCLS leadership first hand. I am currently up for the position of ASCLS-WI President-Elect, so I feel entering the Leadership Academy now would expertly prepare me for that office. I am very excited to learn more about the history of this organization. I also feel the leadership training I will receive will help me grow and develop in so many ways."

**Sarah Killian: Michigan**

Sarah Killian received her bachelor's degree in 2011 in Clinical Laboratory Science from Eastern Michigan University. She began her career working as a generalist in a STAT laboratory until moving to her current position in Microbiology at Beaumont Hospital in Royal Oak, MI. Sarah is starting a certificate program in Public Health at the University of Michigan this fall and hopes to begin pursuing a Master's in Public Health in Hospital and Molecular Epidemiology upon completion of her certificate. Sarah only recently became involved in ASCLS despite being a member since she was a student. Her Michigan state society encouraged her to attend the Legislative Symposium this year and helped to defer her travel costs. It changed Sarah's life and outlook on her career. Due to that wonderful experience, she vowed to help others learn what being a member of ASCLS is all about. Now, in addition to the Leadership Academy, she is on two state committees and was recently elected the Treasurer of the Forum for Concerns of Minorities on the national level.

"It is my strong desire to continue my participation with ASCLS on all levels of the organization. My recent visit to Washington, D.C. to attend the ASCLS Legislative Symposium 2014 was a fantastic experience, and I want to continue the relationships I began to foster there with ASCLS members. I feel that, together, we can truly achieve great things and the best way for me to do my part is to be involved with the Leadership Academy. I regret not pursuing the benefits and access to the organization I could have had as a student and a first-year professional. Being part of this organization and the Leadership Academy will give me the personal and academic fulfillment I need as well as a necessary toolkit for leadership activities in the future."

**Stephanie Souza: Arizona**

Stephanie Souza is currently working as an Advanced Clinical Laboratory Specialist in the HLA laboratory at Blood Systems Laboratories, the clinical division of United Blood Services, in Phoenix, Arizona. She received her MLS (ASCP)<sup>CM</sup> in 2007, following the completion of the Clinical Laboratory Sciences training program at Arizona State University, under Diana Mass. In 2012, she completed the Blood Bank Training Program at Blood Systems Laboratories under Marie Holub, and received her SBB (ASCP)<sup>CM</sup> in May 2013. Stephanie has been consistently active in her state and regional ASCLS societies since becoming a member of the organization in 2006. She has served as the ASCLS-AND and Region X Student Forum Representative, ASCLS-AND and Region X Secretary, the ASCLS-AND and Region X Spring Symposium Planning Committee Co-Chair, and has attended the Legislative Symposium in Washington DC numerous times. Outside the organization, Stephanie is an avid ballroom dancer who also enjoys traveling and culinary adventures....Chopped, here she comes!

"Acceptance into the Leadership Academy provides me the opportunity to learn more about becoming a leader, rather than just a participant, in the ASCLS organization at the local, regional, and national levels. Many of the individuals currently active on the AZ/NV BOD are retired, or are nearing retirement age. I feel the Leadership Academy will provide me the training and networking required to be competent and capable when the day arrives for me to step up and take over for them."

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## Phlebotomy: An Essential Function of the MLS/MLT

Beth Warning, MS, MLS (ASCP)<sup>cm</sup>  
Visiting Instructor, University of Cincinnati MLS Program

With the implementation of the NAACLS 2012 Standards for MLS and MLT programs effective August 1st, 2014, there has been much discussion surrounding the interpretation of instructional content for phlebotomy. Under the updated Standards, approved in April 2014, there is no specific language indicating that the MLS/MLT graduate demonstrate proficiency in various collection techniques or perform a set number of collections or hours of clinical experience. Questions have been raised by NAACLS accredited programs regarding inclusion of hands on experience in phlebotomy in the clinical or teaching lab.

For comparison, look at the verbiage in the updated NAACLS Standards for Phlebotomy (PBT) and Clinical Assistant (CA) program core curricula. For PBT, Standards 8A, 2a-c requires a narrative to describe how the curriculum addresses educational components such as collection techniques and contact with various types of patient in a variety of settings. Documentation of 100 hours of hands on experience along with a minimum of 100 unassisted collections (NAACLS, 2013 p.44) must also be provided.

For the CA, Standard 8A, 2a and 2c requirements are similar to the above; the curriculum must include a minimum of 100 hours applied experience as well as instruction in blood collection (NAACLS, 2013 p. 44). The NAACLS Standard Compliance guide also includes core competencies for the Clinical Assistant that “describes duties at a level below that of the established Clinical Laboratory Technician/Medical Laboratory Technician” (NAACLS, 2013 p. 56).

The question then arises: why is there no reference to phlebotomy in the curriculum requirements for the MLS/MLT. In looking at the NAACLS Standard 8A for curriculum and instruction requirements for the MLS/MLT, one finds that the narrative self study should include the components of pre-analytical, analytical, and post analytical instruction in all the major disciplines. Pre-analytical is further identified as “all aspects of specimen integrity from the time the physician places the order to the time the specimen is received in the laboratory” (NAACLS, 2013 p. 34). This would imply that phlebotomy skills, along with knowledge of tube requirements, collection techniques and various

equipment would be a necessary instructional component.

Furthermore, the NAACLS document Unique Standards and Documents Required for Accredited MLS Programs describes a Medical Laboratory Scientist as having the skills to “perform, develop, evaluate, correlate, and assure accuracy and validity of laboratory information, direct and supervise clinical laboratory resources and operation.” The document states that the MLS should have the knowledge and skills necessary to practice independently and “educate laboratory professionals, other health care professionals and others in laboratory practice...” This again implies that phlebotomy techniques are necessary, as they are a part of laboratory practice.

To further support the need for the hands-on knowledge and experience in phlebotomy, the CLIA '88 regulations require that laboratories have policies and procedures that monitor the total testing process which includes the pre-analytic phase of testing and that testing personnel in non-waived laboratories have the appropriate education and academic degree. If they don't (i.e. they are just high school graduates), the regulations lists 8 skills that would have been acquired during formal education as required to be approved to work as testing personnel. One of those 8 skills is specimen collection and patient preparation.

Another agency that also regards phlebotomy training as an essential part of the MLS/MLT curriculum is the Board of Certification (BOC). Eligibility Route 5 of the US Certification in Phlebotomy allows the MLS/MLT to submit their \$135 dollars and take the exam, without stipulation of the number of hours of education or hands-on training, thus implying that the skills required for this exam were obtained through the professional training as an MLS/MLT.

Although the NAACLS documents do not provide in-depth detail of each skill that is to be taught, phlebotomy education is implied. How can decisions regarding specimen integrity be made by the MLS/MLT without having a background in specimen collection? What better way to understand hemolysis than to learn by experience that the wrong bore size was used for a particular patient, or that the flow of blood was

*Continued on Page 15*

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## What Does ASCLS E&R Do for Me?

Louann W. Lawrence, E&R Fund Trustee

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What is the ASCLS E & R and what does it do? I have heard this and similar questions from some of our new ASCLS members. I know I was an ASCLS member for several years before I knew of its existence. The ASCLS Education and Research Fund, Inc. is a non-profit, charitable arm of ASCLS established in 1959 to provide scholarships, research grants and professional awards that “grow” the medical laboratory science profession and enhance the essential services provided by laboratory professionals. Our funds come from contributions by individual laboratory professionals, our industry partners; gifts that honor or memorialize loved ones, colleagues and friends; and from proceeds of the silent auction held every year at the ASCLS annual meeting. The ASCLS E & R Fund would like to thank all of you who have contributed to help us award scholarships and fund grants for the coming year.

### 2014 Grants Funded

The E&R grant program attracted 9 applications for the Member Grant and 9 for the I. Dean Spradling graduate student grant. We were able to award one I. Dean Spradling graduate student grant and two Member grants. Most of the unfunded proposals were worthy of a grant. With your increased contributions, we would like to offer more grants in the future.

ASCLS member grants of \$5000 each were awarded to Emily Hill, Virginia Commonwealth University, for her proposal, Emerging Pathogens in Cystic Fibrosis Patients at VCU Medical Center and Jean Sparks, PhD, Texas A&M University, for *Kalanchoe pinnata* Preparation in the Treatment of Type 2 Diabetes. The I. Dean Spradling graduate student grant, \$3000 was awarded to Ekatarina Syskin, St. Louis University, for Development of a Quantitative Biofilm Assay.

### \$14,000 in Scholarships Awarded

Two new scholarship funds were established last year: one to memorialize Michelle Kanuth, former

E&R chair, trustee and long-time active ASCLS member and one in honor of Dan Southern, retiring chair of E&R and also generous contributor to ASCLS and our profession.

### Apply Now

The application forms and instructions for 2015 grants and scholarships are available at [www.ascls.org](http://www.ascls.org). Application deadline for scholarships is April 1 and for grants is May 1. Please print and mail your scholarship applications with accompanying transcripts and references to Joe Briden, AMTF Executive Secretary, 7809 South 21st Drive, Phoenix, AZ, 85041-7736. Please e-mail your grant applications to ASCLS Executive Vice President, Elissa Passiment, [elissap@ascls.org](mailto:elissap@ascls.org).

### Contribute

What can ASCLS E&R do for you? If you are in need of a scholarship or know someone who is, please visit the website and there is probably an opportunity for you or your colleague or friend. If you need funding for research, E&R may be able to help, too. All of this would not be possible without generous contributions from ASCLS members. If you know a vendor or work for one, perhaps you could suggest a donation to E&R to fund a grant. If you would like to honor or memorialize a loved one or friend with your contribution, this is the purpose of the Memorial Scholarship. The person you name will be honored in the official letter to the Memorial Scholarship recipient. Many of us have known Dan Southern for many years. If you would like to honor him in his retirement, you can make a donation to that specific fund. A donation to the Michelle Kanuth fund will be a memorial in her memory and in recognition of her many accomplishments for the profession. With your help, we would like to give out more grants and scholarships in the coming year to help “grow” our profession.



*Why You're Needed From Page 1*

There are different things FYPs can do to be involved and make a change within ASCLS. So over the next year, I challenge you to do one (more would be awesome though) of the ideas listed below:

1. See if your State/Region already has an FYP Representative. If not, ask to fill the position. As a representative, you'll be communicating with other reps in your region and even the nation, spreading ideas for activities that have been successful keeping students' interest. The position is also perfect for you to mentor the state/region student rep. Mentoring is key to the success of any organization, and our student reps need guidance and ideas on how things work and what to do.
2. Visit a college/university that has a MLS/MLT program in your state. Give a short presentation about ASCLS and its benefits. If you need ideas for this, email me at [cmmino88@gmail.com](mailto:cmmino88@gmail.com). I can send you some PowerPoints to get you started. Don't forget to mention what ASCLS has done for you, and why you continue to be a part of it. Making it personal is how you'll win people over.
3. Attend your State and Region meetings! This gives you the opportunity to network with other FYPs and students. In doing so, you'll establish that great connection with people and you might encourage them to renew.

ASCLS is a wonderful organization that allows us, as laboratory professionals, to bond and unite on any issues we see affecting our field. I know many of you see the benefits of being a member, and want to be a part of it for years to come. This can only happen if we reach out to others

in our field who aren't members, and give them a reason to not only join but continue their membership, too.  
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*You've Got Talent From Page 1*

These calls are at no cost to the committee members, except for their time! The committee chairs do everything possible to settle on a time convenient to the majority of the members. It is vital that if you are asked to serve that you be available to participate in these virtual meetings. In addition, all committees meet in person at the ASCLS Annual Meeting. Appointees for the 2015-2016 ASCLS year will meet in Philadelphia in July 2016.

If you want to know a little bit more about the activities of the committee(s) in which you are interested, you can read the descriptions at: <http://www.ascls.org/ascls-leadership/committees>. Since we plan almost a year in advance to fill these positions, please keep in mind that should you be asked to serve, your term on any of these committees would be starting in August 2015. Someone will contact you once we get all of the volunteer information organized. Please specify your first choice and second choice of interest: we will make every effort to place all interested members.

How do you express interest in a committee? There is a 'Call for Volunteers' form on the ASCLS website. Log in with your membership information, go to the Leadership Resources page <http://www.ascls.org/ascls-leadership/leadership-resources>, and you will find the Call for Volunteers link under Recruitment Documents. You can also email me directly at [barbarasnyderman@gmail.com](mailto:barbarasnyderman@gmail.com) with your interests and contact information, or can contact other members of the ASCLS Appointments Committee,

Shannon Billings or Karen Chandler. Their email addresses are [shanbillings@gmail.com](mailto:shanbillings@gmail.com) and [karbec50@aol.com](mailto:karbec50@aol.com) respectively. Students and New Professionals are also welcome to complete the Call for Volunteers form. The **DEADLINE** for completing the form or contacting one of us is **Monday, November 24**.

Involvement in ASCLS is one of the most rewarding things you can do for yourself and for your profession! **Listed on Page 14** are the Committee openings for 2015-2016. Thank you in advance for your personal commitment to ASCLS. I look forward to working with each of you.  
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*Membership Matters From Page 2*

using our new tag line **ASCLS: One Voice, One Vision**, by publicizing why we believe in ASCLS, and by showing them how ASCLS can increase our visibility and demonstrate the value of the clinical laboratory science professional. This year I have started publishing a monthly e-newsletter, *Society News Now*, which I hope will address one question we know our non-members and lapsed members ask – What is ASCLS doing for **ME**? By communicating all the activities that occur on a monthly basis, we can show that ASCLS is constantly working for our members.

We want to continually recruit new members, but this is the time of the year when we focus our efforts on member retention. To provide the vision and voice of the profession and the professional, we need to use innovative ways to encourage membership renewal. Now is the time to use your creativity. Maybe you host a fun outing or activity, post innovative reminders on social media, send a personalized e-mail, or make that personal telephone call. Maybe you come up with a new

*Continued on Page 15*

## Committee Openings for 2015-2016 From Page 13

Committee	Term	Number of Positions open NP (New Professional) and Student Limited to a 1 year term
Abstract Proposal and Review Committee (Newly repurposed)	3 years	5 (discipline specific)
Annual Meeting Steering Committee	1 year	Host Society Liaison 2 Industry Liaisons
Awards Committee	3 years	3, NPs and Students
Bylaws Committee	3 years	2, NPs and Students
Education & Research Fund Trustees	3 years	2
Government Affairs Committee	3 years	2, NPs and Students
Leadership Academy	3 years	1
P.A.C.E. Committee	3 years	5, NPs and Students
Patient Safety Committee	3 years	2, NPs and students
Product Development Committee	3 years	3, NPs, Students, and industry representative
Promotion of the Profession Committee	3 years	2, NPs and Students
Scientific Assembly Coordinators	1 year	2
<b>Other ASCLS Appointments</b>		
ASCLS Today Editor	3 years	1
<b>Appointments to Other Organizations</b>		
American Hospital Association (AHA)	1 year	1
Board of Certification	3 years	1
Clinical & Laboratory Standards Institute (CLSI)	1 year	1
Health Professions Network (HPN)	1 year	1
International Federation of Biomedical Laboratory Science (IFBLS)	1 year	1
Joint Commission	1 year	1
National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)	4 year	1

The Department of Clinical Laboratory Science, College of Health Sciences, Marquette University invites applicants for a tenure-track Assistant Professor position beginning as early as January 2015. Requirements include a PhD in a relevant field and ASCP certification. The candidate will be expected to teach undergraduate and potential graduate CLS courses and establish a successful externally funded research program. All areas of CLS expertise will be considered.

Interested candidates should apply through the Marquette University employment portal  
<https://employment.marquette.edu>

Questions may be directed to: Dr. April Harkins, Marquette University  
 Department of CLS  
 PO Box 1881  
 Milwaukee, WI, 53201  
 (414) 288-3402  
[april.harkins@marquette.edu](mailto:april.harkins@marquette.edu)

*Membership Matters From Page 13*

approach. The ASCLS Membership Committee and I would love to hear your innovative ideas.

Our leaders who serve in membership positions at the local, state, region, or national levels have one of the most important roles in ASCLS. They are constantly monitoring constituent rosters to make certain every member is accounted for, and feels valued. When there are concerns, Andrea Hickey, the ASCLS Coordinator of Membership Services, is happy to work with individuals to solve problems. Our national ASCLS Membership Committee is made up of a regional representative from each of the 10 regions, as well as New Professionals and Student members. Under the direction of Holly Weinberg, Chair, and Brandy Greenhill and Mallory Janquart, Vice Chairs, the Membership Committee is working hard to identify ways to demonstrate that Membership Matters, and to provide recruitment and retention tools.

Here is my question: What are you and I doing to encourage membership in ASCLS? How do we reframe this question to find multiple solutions? Let's use some creative and innovative ways to maintain and increase our membership numbers. We are interested in hearing from you. You can provide your novel approaches to your state or regional Membership Chair, to the national Membership Committee Chairs, to the national office, or directly to me.

Let me close with a sincere thank you to each and every one of you for your support of ASCLS through your membership. I believe in **ASCLS**, and that we speak with **One Voice, One Vision** for the clinical laboratory professional and the profession. Let's spread the word!

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*Region II Update From Page 7*

Lona Small (MD), Lucy Wang (NJ) and Jodie Prestholdt (NJ). The revival of the regional seminar is an excellent example of a collaborative venture of the constituent societies, and a seminar is proposed to be offered again in 2015.

I pledge to Region II and to the ASCLS membership at large, my commitment to serve. I am a "doer." I like to "operationalize" ideas and make them into a functioning reality. It is my goal to work collaboratively with Region II to assure that we stay strong, develop opportunities for collaboration, increase membership in ASCLS within our Region, and continue to promote ASCLS as the premier professional organization representing the medical laboratory science community. For me, this first year will be focusing on "Getting To Know You" at a state, regional and national level, and for you to get to know me. We have always taken great pride in our "grass-roots" philosophy of professional organization leadership. It is not just "the Board", it is us, we have a voice! As a Region and a professional society, we will "Come Together" so "We Can Work It Out," to continue the legacy of a strong, active Region II and ASCLS.

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*Phlebotomy From Page 11*

interrupted or slow? How better to visualize a hematoma than to have one occur during a draw? Decisions regarding validity of a hemolyzed specimen or a short draw, or a specimen collected in the wrong tube, cannot be made without actually seeing and experiencing the challenges involved in phlebotomy. It is, and will continue to be, a necessary component in the MLS/MLT educational curriculum.

## References:

Board of Certification. <http://www.ascp.org/certification#labs-1>  
 CLIA 88 Interpretive Guideline, D5311 493.1240 Specimen Submission, Handling and Referral <https://www.cms.gov/Regulations-and-Guidance/Legislation/CLIA/downloads/apcsubk1.pdf> Preanalytic Systems  
 NAACLS, Standards Compliance Guide, 9/2013 <http://www.naacls.org/docs/StandardsCompliance-Guide.pdf>  
 NAACLS, Unique Standards and Documents Required for Accredited MLS Programs [http://www.naacls.org/docs/Section3\\_MLS.pdf](http://www.naacls.org/docs/Section3_MLS.pdf)

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Mark your calendar!

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1861 International Dr., Ste. 200  
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Phone: 571-748-3770  
Fax: 571-354-7570  
Email: [ascls@ascls.org](mailto:ascls@ascls.org)  
website: [www.ascls.org](http://www.ascls.org)

**Elissa Passiment**  
*Executive Vice President*  
[elissap@ascls.org](mailto:elissap@ascls.org)

**Karrie Hovis**  
*Education Office*  
[karrieh@ascls.org](mailto:karrieh@ascls.org)

**Patrick Cooney**  
*Legislative Affairs*

**Andrea Hickey**  
*P.A.C.E.® Membership  
Services Coordinator*  
[andrea@ascls.org](mailto:andrea@ascls.org)

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